

SUMMARY MEMO TO FILE

On April 3, 2013, [REDACTED] met with Laura Eckert and expressed concerns of discrimination based on [REDACTED] in some of his [REDACTED] classes. [REDACTED] asked the EO Office to look into his concerns through an informal inquiry.

The following is a rough summary of alleged discriminatory practices:

[REDACTED], alleges: unaware of grey form so was hesitant to sign it, inappropriate jokes/comment, poor response to accommodation letter, talked to [REDACTED] with [REDACTED] apologized.

[REDACTED] fall finance class, feel singled out as the student with a [REDACTED], Professor [REDACTED] says no one can have a laptop except if required. Was supposed to take mid-term at testing center. Professor [REDACTED] had not provided the test. The DRS counselor tried to reach Professor [REDACTED] by phone and he did not answer. She had also sent a reminder email to Professor [REDACTED] prior to the exam to remind him to send the exam to DRS. With no test to take, [REDACTED] went to [REDACTED] to get test, Professor [REDACTED] sent him to a meeting room and would not let him take the test back at DRS. [REDACTED] is comfortable taking tests in the DRS testing center and not in new, strange room. [REDACTED] wrote formulas he could remember on the first page of the test; he got a 0 for parts where he wrote down the formulas. After he refused to let me test at the testing center and all the "hell" he put [REDACTED] through, [REDACTED] did not want to see him anymore and took a hardship withdrawal.

[REDACTED], fall quarter 2012, [REDACTED] [REDACTED] had a challenge logging in to tests because [REDACTED] thought the first test was on blackboard and it was not and then he did not have the password to mylab to access the test. Then for the next test [REDACTED] had computer issues at DRS.

[REDACTED] is trying to his application to [REDACTED] reviewed and he finds them very dismissive.

The outcome [REDACTED] is seeking is to take selected major classes, and to get into [REDACTED] and [REDACTED] major.

[REDACTED] signed a release to permit DRS and EOO to discuss his concerns. DRS is recommending he pursue a general studies degree.

Ms. Eckert met with [REDACTED] on May 7 and 8, 2013. [REDACTED] forwarded Ms. Eckert an email that he sent out to the [REDACTED] class a few days before the exam in which he told the students that the exam would be given on mylab and provided the password. [REDACTED] says he also mentioned this in class and that [REDACTED] was not always in class or would be late. [REDACTED] said he has concerns with DRS computer availability and the DRS computers having the proper software so he told [REDACTED] that he could use his own computer.

Ms. Eckert met with [REDACTED] on May 2, 2013. [REDACTED] said that when [REDACTED]

presented him with the grey sheet from DRS, that he had not seen a grey sheet before so he asked what it was and wanted some clarification on what he was supposed to do as an instructor. [REDACTED] said he does joke in class; he could not recall joking about protected categories, but that he tries to “lighten the mood, make the stuff easier to digest.” [REDACTED] said that he worked with [REDACTED] at DRS to extend homework dates. He recognized that joking about protected categories is inappropriate.

Sue Guenter-Schlesinger met with [REDACTED]. Professor [REDACTED] acknowledged that he had suggested that [REDACTED] take his tests in [REDACTED] and that he had waited for [REDACTED] to “make an accommodation with me.” Professor [REDACTED] noted that he did not get to keep a copy of the DRS grey sheet and that he does not always check his email in day or two before an exam, that he did not get physical mail and could have easily forgotten that he signed a DRS form agreeing to send [REDACTED] tests to DRS.

The EO Office determined that [REDACTED] may have been negatively impacted by Professor [REDACTED] not providing him with the opportunity to take the test at DRS and that this experience (going back and forth from DRS to [REDACTED] and then Professor [REDACTED] telling him to take the test in [REDACTED]) contributed to his withdrawal from the class.

Sue Guenter-Schlesinger kept Associate Dean, College of [REDACTED], [REDACTED], informed about the status and results of the informal inquiry.

[REDACTED] and [REDACTED] worked on a resolution to assist [REDACTED]. Mr. [REDACTED] personally advised [REDACTED] on major and degree completion, and with [REDACTED] concurrence, initiated a new major for [REDACTED], ascertained specific classes [REDACTED] would need to fulfill requirements for this new major and assisted with registration for summer and fall term. [REDACTED] approved rolling forward [REDACTED] spring tuition and fees to cover summer expenses. Mr. [REDACTED] will continue to support [REDACTED] with advising and will also connect him with career counseling.